



## Purpose & Summary

This report serves to give an update of progress on the initiatives supporting the Department of Corrections (DOC) strategic plan. We will continue to conduct periodic reviews to make sure the projects are progressing as anticipated, and our resources are being used effectively. The information provided in this report is based on tracking the progress of each initiative against their project milestones. We have included charts and tables to highlight the progress and distribution of the initiatives.

As of August 31, 2020:

- Three (3) of the 10 new initiatives for FY2021 are in progress.
- The Employee Wellness initiative launched their staff needs and interest survey.
- The Community Specialist initiative leaders are working on the charter and team selection.
- Of the 27 initiatives for FY2021, 63% (17) are chartered and moving towards implementation. One is complete.

For the complete report on August's initiative highlights, see Appendix A.

## Statistics & Analysis

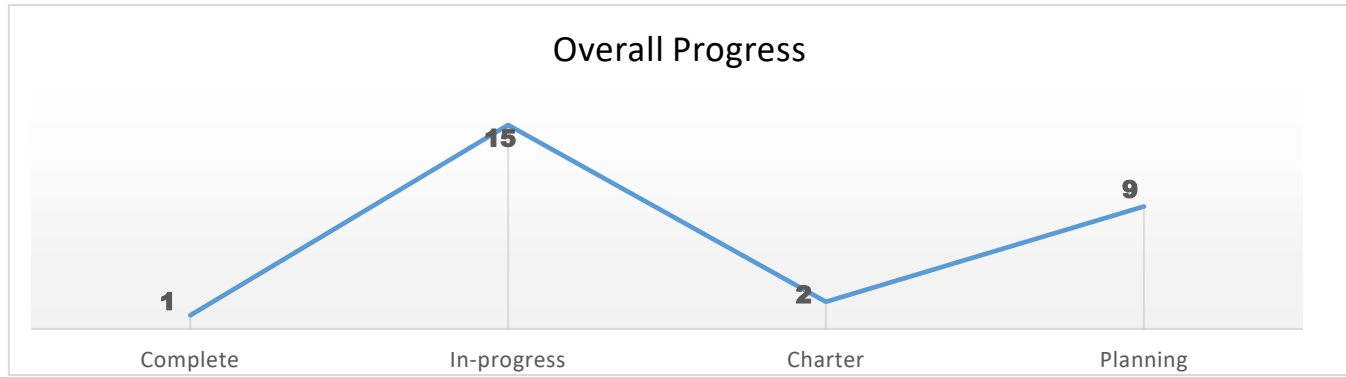
The 27 initiatives for focus in FY2021 are divided among the placemat themes as follows: 10 under safer work environment, nine (9) under improving workforce, and eight (8) are under reducing risk and recidivism. The table below shows how they are progressing by theme. Sixty percent (60%) of initiatives under the safe work environment theme are in-progress, and approximately half are on track to be complete by mid-fall. Initiatives in-progress under the risk and recidivism theme increased by 97% this month.

**Table 1: FY21 Progress of Strategic Plan Projects by Theme**

	Initiative Status			
Placemat Themes	Complete	In-progress	Charter	Planning
Safer Work Environment (10)	0%	60%	10%	30%
Improving Workforce (9)	11%	33%	11%	45%
Reducing Risk & Recidivism (8)	0%	75%	0%	25%



**Figure 1: Progress of Strategic Plan Initiatives by Status**



The 27 division led projects are currently in the following statuses: one (1) is complete (4%), 15 are in-progress (56%), and Two (2) are Chartered (7%). The remaining nine (9) are in planning (33%).

**Table 2: Project Status by Division Responsibility**

Progress and Assignment By Division							
Status	Overall	OOD	P&P	DORS	DAI	DHS	Parole Board
Complete	1	0	0	0	1	0	0
In-Progress	15	1	0	5	6	2	1
Charter	2	0	0	0	1	1	0
Planning	9	5	0	0	1	3	0
Total Initiatives	27	6	0	5	9	6	1

All five (5) of the initiatives assigned to DORS are in-progress, along with Six (6) of the nine (9) assigned to DAI. There are nine initiatives in the planning phase: five (5) are assigned to OOD, one (1) to DAI and three (3) to DHS.

## Implications & Recommendations

The strategic plan for FY2021 is off to a good start. We are in the second month of the FY, and already the initiatives in “in-progress” status increased by 25%. We are working to get the initiatives in planning status started. And as always, team leads are encouraged to get with the Planning Unit or their division leaders if they have any questions on how to move forward with their projects.



## Appendix A:

### August Initiative Highlights

#### 11.211 - Offender Suicide Prevention

Off-track (with plan to rectify)

- The team had some setbacks with the Suicide Prevention Lesson Plan they had revised. However, they have identified alternatives to keep the team moving forward and plans to map these out at their next meeting on 10/02/2020.

#### 12.101 - MOCIS Phase 1

On-track

- The project is 31% complete and is on track to meet the projected completion date of 12/31/2021.

#### 12.104 - Automated Time Keeping System for DAI

Off-track (with plan to rectify)

- The team provided an update to the Executive Team on 08/24/2020. And they are currently consulting with the Legal Unit about night shift differences between the Division of Adult Institutions and Probation and Parole.

#### 21.405 - Create Employee Wellness Program

On-track

- On 08/10/2020, the team distributed a survey to determine interest and need to plan for new work site wellness programs. The survey has received over 3,000 responses as of the end of August.

#### 22.105 - Redevelop the Intranet

On-track

- The team is currently working on the layout structure and deciding on priority items.

#### 31.113 - Ashland University Expansion

On-track

- The university may have some funding limitations, which may impact the number of offenders accepted to the program for the spring term. They plan to meet with Ashland later this fall to decide. Plus, they have four (4) more institutions to add to the program.



## 31.114 - Programming to conform to Evidence Based Practice

On-track

- First team meeting is schedule for 09/17/2020. This is one of the new initiatives for FY2021.

## 31.115 - Mental Health and Substance Use Treatment Standards

On-track

- The team had their first meeting on 08/13/2020 and is in the process of assigning timeframes to each milestone. They plan to complete mapping the process on 09/17/2020. This is one of the new projects for FY2021.

## 31.204 - Establishment of an Offender Nursing Home with Outside Partner

Off-track (with plan to rectify)

- According to the new timeline received from CorrectLife on 08/13/2020, the project is about six (6) months behind its original timeline. Their new projected date for opening the center is 01/20/2022; this new end date will have the project complete in FY2022 instead of in FY2021 as planned.

## 31.207 - Community Peer Specialist

Not started

- They are meeting to select team members and to create the team charter.

## 31.209 - Design program model for court referred short-term offenders.

On-track

- This new initiative's first meeting is schedule for 10/07/2020.

# Strategic Initiative Dashboard

FY2021 Initiatives

Values in circles indicate %  
of milestone complete

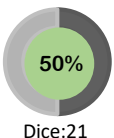
On-Track  
Off Track with plan  
Off Track – with no plan

Safer Work Environment

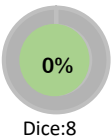
## Safe Worksites

## Equip Staff to Succeed

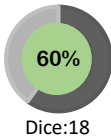
Staffing Pattern &  
Shift Analysis



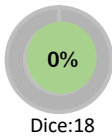
Offender Censorship



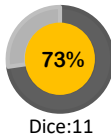
Identification &  
Tracking of Security  
Threat Groups



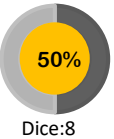
Transition to  
Electronic Files to  
Support Work-From-  
Home



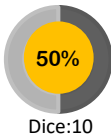
Automated Time  
Keeping System for  
DAI



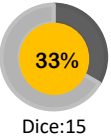
Offender Mail



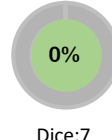
Improve Safety at  
Regional  
Offices/Training  
Centers and Central  
Office



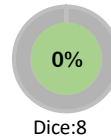
Offender Suicide  
Prevention



Institutional COVID-  
19 Testing for Safe  
Reopening



Develop System For  
Virtual Training

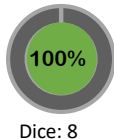


Improving Workforce

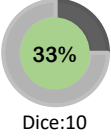
## Hire, Develop, Retain Quality Staff / Health & Wellness

## Develop Corrections Brand

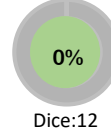
Identification of Core  
CO-I Competencies



Implement Frontline  
Onboarding



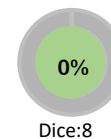
Corrections Way  
Training to Frontline  
Staff



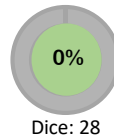
Redevelop the  
Intranet



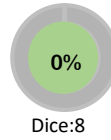
Adopt Trauma  
Informed Culture at  
Female Institutions



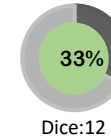
Develop Onboarding  
for Supervisory Staff



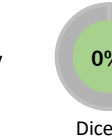
Modernize Training  
Academy Curriculum



Create Employee  
Wellness Program



Repurpose the  
Citizen's Advisory  
Committee (CAC)

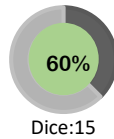


Reducing Risk & Recidivism

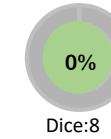
## Prep for Release

## Parole Board

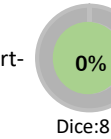
Ashland University  
Expansion



Institutional  
Programming and  
Activities Conform  
with Evidence Based  
Practice



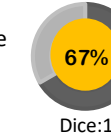
Program Model for  
Court Referred Short-  
Term Offenders



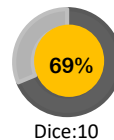
Quality Control and  
Quality Assurance  
Support for  
Correctional  
Programming



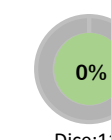
Re-Create Release  
Guidelines



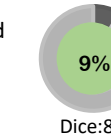
Establishment of an  
Offender Nursing  
Home with Outside  
Partner



Community Peer  
Specialist



Develop Integrated  
Mental Health and  
Substance use  
Treatment  
Philosophy and  
Standard



Dice scores last calculated Jan 2020

\*\*Scores are defined as follows: - 7 to 13 win zone (Highly likely to succeed) - 14 to 17 worry zone (Risky, needs immediate attention to weaken risk) - 18+ woe zone (highly likely to fail, need decisive action to salvage)